

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: BEATRIZ CUEVAS JADINA (Prof. IV)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	35%	4.80	1.68
b. Students (50%)	35%	4.93	1.72
Total for Instruction	70%		3.40
2. Research			
a. Client/Dept. Head	20%	4.5	0.90
b. CAFS Res. Dir.			
Total for Research	20%		0.90
3. Extension			
a. Clients (50%)	9%	4.8	0.43
b. Study Leader (Ext'n project) (50%)			
Total for Extension	9%		0.43
4. Administrative (Mgt of laborers)	1%	5.0	0.05
TOTAL			4.78

EQUIVALENT NUMERICAL RATING: 4.78

Add: Additional Points, if any:

Punctuality & regular attendance

TOTAL NUMERICAL RATING: 4.78

ADJECTIVAL RATING: Outstanding

Prepared by:

BEATRIZ C. JADINA

Name of Faculty

Reviewed by:

SUZETTE B. LINA

Department Head

Recommending

Approval:

VICTOR B. ASID

Dean

Approved:

BEATRIZ S. BELONIAS

VP for Instruction

SECRET
SOMALI NATIONAL FRONT - 1974
SOMALI NATIONAL FRONT

1. The Somali National Front (SNF) is a political organization that was formed in 1974. It is a coalition of various political groups and individuals who are committed to the independence and sovereignty of Somalia. The SNF has been active in the political process of Somalia, and it has been recognized by the United Nations and other international organizations.

2. The SNF has a broad base of support in Somalia, and it has been able to attract the attention of the international community. It has been able to secure the support of many of the leading political figures in Somalia, and it has been able to establish a strong presence in the political arena.

3. The SNF has been able to secure the support of many of the leading political figures in Somalia, and it has been able to establish a strong presence in the political arena. It has been able to secure the support of many of the leading political figures in Somalia, and it has been able to establish a strong presence in the political arena.

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[Signature]
SECRETARY GENERAL
SOMALI NATIONAL FRONT
Mogadishu, Somalia

[Signature]
Deputy Secretary General
SOMALI NATIONAL FRONT
Mogadishu, Somalia

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I **BEATRIZ CUEVAS JADINA** of the DEPARTMENT OF SOIL SCIENCE, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 30, 2018.


BEATRIZ C. JADINA
 Ratee

Approved:


SUZETTE B. LINA
 Head of Unit

Date: _____

MFOs AND PERFORMANCE INDICATORS	Success/Performance Indicator (PI)	TARGET	Actual Accomplishment	RATING				REMARKS
			As of November 2017	Q1	E2	T3	A4	
MFO 1. Graduate Degree Program Management Services								
	SS 291 (Special topic) FTE	0	1	5	5	5	5	
	PI2. Number of Graduate Thesis outline approved (include SRC Membership)	0	2	5	5	5	5	
	PI3. Number of Graduate Manuscripts approved (include SRC Membership)							
MFO 2. Graduate Student Management Services								
	PI1: Number of graduate students awarded with scholarship/assistantship							

MFO 1. Curriculum Program Management Services								
	PI1: FTE 2st sem 2017-2018 Teaches: Senior High School (SHS), Earth & Life Science, lec Senior High School (SHS), Earth & Life Science, lab Earth Science (Education) SS 22 (Principles of Soil Science) lec SS 115 (Soil Chemistry) lec (1/2 sem) SS 116 (Soil Physics), lec SS 116 (Soil Physics), llab SS 200 (Undergraduate Thesis) Total FTE Summer, SY 2018	20 20 0 100 0 0 10 10 0	24 24 1 111 5 4 19 19 3 <u>21.050</u>	5 5 5 4.5 4.5 4.5 5	5 5 5 5 5 5 5	5 5 5 5 5 5 5	5 5 5 4.83 4.83 4.83 5	
	PI2: Regular attendance in all courses handled	4	8	5	5	5	5	
	PI3. Number of Instructional Materials Developed/ Revised and Utilized							
	P14. Number of undergraduate students who graduated within prescribed period (including SRC							

	Membership)							
	PI5. Number of Student Research Advising							
	Approved thesis outline submitted within the prescribed period (including SRC membership)	0	1	5	5	5	5	
	Approved manuscript submitted within the prescribed period							
	PI6. Student Advising and Consultation Services:	0	5	4.5	4.5	4.5	4.5	
	Number of Academic Advisee	5	11	5	5	5	5	
	Number of High School Researcher advisees	0	3	4.5	4.5	4.5	4.5	
	Number of student-related activities assisted							
	PI7. Number of Academic/Industry Linkage established:							
	PI8. Awards/Honors received by students/faculty:							
	PI9. Number of awards received by students							
MFO 2. Student Management Services								
	PI1: Number of students awarded with scholarship / fellowship/grants							
	PI2: Number of graduates gainfully employed in jobs related to their undergraduate programs							
UMFO 3: Support to Operations (STO)								

MFO 3. Faculty Recruitment/Hiring Services								
	PI1: Number of faculty recruited/hired aligned with ISO standards							
MFO 3. Faculty Evaluation Services								
	PI1: Teaching performance rating (All subjects: SS 22, SS 115, lec; SS 116, lec, SS 116, lab, SS 291, Ea Sc 106 lec, ELS (SHS) lec, ELS (SHS) lab,							
UMFO 4: Research Services								
	PI1 Number of Outputs Published in CHED accredited journals/internationally indexed journals:							
	In Refereed International Journals							
	In Refereed National Journals							
	PI2: Number of papers published in other peer-reviewed publications (proceedings, monographs, etc.):	0	1 (1 book chapter, APN c/o B. Dargantes)	4.5	4.5	4.5	4.5	
	Number of papers submitted in ISI accredited journal							
	PI3: Number of Outputs Presented in Regional/National/International Fora /Conferences:	0	1	5	5	5	5	
	In International Fora/Conferences	0	1	5	5	5	5	
	In National Fora/Conferences							
	In Regional/Local Fora/Conferences							
	P14: No. Of Conference, Training, workshop and seminars attended	0	1	5	5	5	5	

	P15: No. of Comprehensive and qualifying Exam Attended							
	PI4: No. of on-going research conducted	0	1	4.5	4.5	4.5	4.5	
	PI5: No. Of research conducted and completed on time							
	P16: No. Of Research conducted (Serve as Consultant)							
	PI7: Amount of research funds generated							
	PI8: No. of Scientific articles reviewed & edited	0	1	5	5	5	5	
	PI8. No. Of linkages forged							
	International (APAN c/o Dr. B.B.Dargantes)							
	National (PCAARRD)							
	Regional/Local/Institutional (ISR.CAFS.DASS. VS U)							
UMFO 5: Extension Services								
	PI1: No. Of extension project conducted							
	PI2: No. of trainings conducted							
	PI3: Number of beneficiaries served:	5	15	5	5	5	5	
	Groups/ Institutions							
	Individuals							
	PI4: Technical/ Expert services (international, national, regional):							

	Consultancy							
	RDE reviewer/ panelist							
	Resource person	0	1	5	5	5	5	
	Convenor/Organizer							
	International							
	National							
	Regional/Local							
MFO 1. Administrative and Facilitative Services								
	PI1: Number of Academic Personnel Board meetings attended							
	PI2: Number of VSU-FA meetings attended							
	PI3: Number of academic council meeting attended	0	1	5	5	5	5	
	P14: Number of Department meetings attended	0	1	5	5	5	5	
	PI4: Membership in University committees	0	1	5	5	5	5	
	PI5. Prompt submission of required Grades for all courses handled	2	8 grades for all courses handled were submitted on time	5	5	5	5	
	PI6: Number of faculty members mentored							
	PI7: Number of department activities supervised							
	PI8: Number of field activities supervised	0	2	4	5	5	4.67	


	PI9: Number of field labor coordinated	0	3	5	5	5	5	
TOTAL OVERALL Rating								
Average Rating							4.89	
Adjectival Rating					Outstanding			

Evaluated and Rated by:


SUZETTE B. LINA
Head, DSS

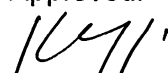
Date: _____

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Date: _____

Approved:


BEATRIZ S. BELONIAS
Vice Pres. for Instruction

Date: _____

- 1 – quality
- 2 – Efficiency
- 3 – Timeliness
- 4 - Average

Exhibit L
EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **BEATRIZ CUEVAS JADINA**

Performance Rating: **OUTSTANDING**

Aim: To improve further and maintain the outstanding performance

Proposed Interventions to Improve Performance:

Full support from the Department of Soil Science, the College of Agriculture and Food Sciences and from the University in terms of financial support for all proposals to be submitted to produce outputs for instruction (ex. budget for teaching guide preparation), research (ex approval and release of budget for research proposal submitted), extension (ex. time and budget to do the extension activities) and production.

Full administrative support in terms of on – time & efficient processing of all official & relevant documents in the department is very important to sustain the efforts of the faculty. Equally important is the efficient and effective delivery of services of the Soils Research, Testing & Plant Analysis Laboratory (SRTPAL) to support Instruction, Research, Extension & production functions of the department.

Date: January 2018 Target Date: June, 2018

First Step:

Submission of instruction, research and extension proposals to the Department Head;

Proper & on – time scheduling and distribution of workload to enable the faculty to perform all the expected functions and effectively deliver the expected outputs.

Result:

Timely comments and suggestions and endorsement for approval and implementation of the research and extension proposals submitted;

Date: January 2018 Target Date: January – December, 2018

Next Step: Preparation of proposals for instruction, research and extension

Outcome: Submission of proposals for instruction, research and extension through concerned offices

Final Step/Recommendation:

If proposals are approved and budget is released, implementation of said proposals will follow.

Conforme :


BEATRIZ CUEVAS JADINA

DSS Faculty

Prepared by:


SUZETTE B. LINA
Unit Head

